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# 2000 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approved April 14, 2000

**SPECIAL/REGULAR MEETINGS  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON UNIVERSITY  
February 11, 2000**

**Study Session**

*The study session began at 8:40 a.m. and recessed for lunch at 12:00 p.m.* Trustees Gwen Chaplin, Nick French, Leslie Jones, Ken Martin, Jay Reich, Nadine Romero, Mike Sells, and Judy Yu were present as well as President James A. (Dolph) Norton, Provost David Dauwalder, Vice Presidents Abdul Nasser and Sarah Shumate, Roger and Deborah Fouts, Dean Richard Mack, Mark Leonard (KYVE), and Judy Miller.

*CHCI Briefing* – Dr. Roger Fouts presented an overview of the Chimpanzee and Human Communication Institute (CHCI) and its strong student-centered program. CHCI students are directly involved in interdisciplinary research in primate behavior and ecology, one of only three programs in the world. Subject-based research benefits both undergraduate and graduate students who are involved in laboratory management and animal care from a uniquely humane perspective. *Chimpoxia* provide educational outreach and recruiting tools and are open to the public. Enrollment trends, graduation rates, and the 2001-03 budget request for CHCI were also reviewed.

*KYVE Discussion* – A collaborative proposal between public television station KYVE and Central Washington University was discussed. CWU would provide studio and operational space for digital broadcasting while the station business office would remain in Yakima. Funding for capital equipment to support digital TV will be raised by KYVE through grants and solicitation. Mutual benefits and costs to the university were discussed.

*Operating Budget Process* – Dr. Norton reviewed details of a rearrangement exercise for the 2000-01 budget. Each unit is being asked to prepare a budget to meet its obligations with 90 percent of the current year's allocation. Implications of budgetary decisions must be identified. This exercise is designed to find money to increase the faculty salary pool and meet identified university priorities. A timeline for completion of the exercise was discussed. The Board is committed to the faculty and meeting institutional priorities. Dr. Dauwalder reviewed Summer Session budget details.

*Residence Hall Council* – Residence halls have experienced several challenges this year including staff turnover, a greater advisor/student ratio, and alcohol issues. Dr. Shumate commended residence hall staff for their exemplary work.

**Reconvened in Regular Session (1:06 p.m.)**

**Present**

Mrs. Gwen Chaplin, Chair  
Mr. Nick French  
Ms. Leslie Jones, Vice Chair  
Mr. Ken Martin  
Mr. Jay Reich  
Ms. Nadine Romero  
Mr. Mike Sells  
Ms. Judy Yu

**Others Present**

Dr. Linda Beath, Chair, Faculty Senate  
Mr. Rob Chrisler, Chair, Association of Exempt Administrative and Professional Staff  
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs  
Ms. Kristy Gillespie, President, Board of Directors, Associated Students of Central Washington University  
Ms. Jen Gray, Interim Vice President for Development and Alumni Relations  
Ms. Judy B. Miller, Secretary to the Board  
Mr. Abdul Nasser, Vice President for Business and Financial Affairs  
Dr. James A. (Dolph) Norton, President  
Dr. James Pappas, Vice President for Enrollment Management and Marketing  
Dr. Sarah E. Shumate, Vice President for Student Affairs  
Dr. Elizabeth Street, Executive Director, NASC Accreditation Self-Study and Special Assistant to the President

Mr. Mark Young, Vice President for Special Projects

## Approval of Minutes

**Motion 00-02:** Mr. Reich moved, seconded by Mr. Sells, that minutes of the Regular and Special Meetings of December 10, 1999 and Special Meeting January 14, 2000 be approved. Minutes of the special meetings January 18, 24, and 31 will be submitted at the April 14, 2000 meeting. Motion carried.

## Changes to the Agenda

The following changes to the agenda were accepted: Study Session - background information for CHCI briefing; Item 9, Legislative Briefing - backup; Item 10, Mission Statement - new draft; Item 18, Academic Affairs - additional backup; Item 26, Development and Alumni Relations - backup information.

## Board Chair Report

Mrs. Chaplin recognized the special work of the Presidential Search Committee that exemplified the way we can all work together. The Board spent five hours with the Search Committee February 10 and heard a composite of many elements comprising search efforts. Trustees went into executive session to evaluate qualifications of the applicants and reconvened in open session at 10:50 p.m. authorizing Mrs. Chaplin to contact one of the candidates.

**Motion 00-03:** Mr. Reich moved, seconded by Mr. Sells, that the Board appoint Dr. Jerilyn S. McIntyre as president. Motion carried. (*Mr. French abstained. Student trustees never vote on personnel matters.*)

Members of the Board expressed excitement about Dr. McIntyre's appointment and look forward to working with her.

Nadine Romero and Ken Martin delivered brief reports on the activity of Board Academic Affairs and Students Affairs Committees respectively.

## Discussion Items

### Capital Budget for Nonacademic Buildings

At the request of the Board, Vice President Nasser presented nonacademic building priorities including the Super SUB and code issues in existing buildings. A Super SUB committee comprised of students and administrators will determine the type of facility to be built. The committee will present a recommendation to the Board April 14. Fire codes and seismic issues for residence halls and other buildings were also discussed.

### Capital Budget Development - Academic Buildings

Vice President Nasser presented a preliminary 2001-03 capital budget request.

### Summer Session Budget

Provost Dauwalder explained to the Board that the Summer Session 2000 budget reflects changes in process approved last year. Faculty salary increases, additional support for students at university centers, student work program initiatives, and less excess revenue to distribute to departments are some of the changes. The proposed budget increases tuition and reduces registration fees.

**Motion 00-04:** Mr. Martin moved, seconded by Mr. Reich, that Summer Session undergraduate tuition be increased to \$89 per student credit hour (SCH), postbaccalaureate tuition to \$99 per SCH, and graduate tuition to \$126 per SCH and registration fees lowered from \$50 to \$40 per student. Motion carried.

### Operating Budget Preview

Mr. Nasser reviewed the study session discussion regarding the budget exercise for 2000-01. The Board affirmed the process and acknowledged the anxiety it was producing. This is the beginning of a process of serious rationalization of our budget and reallocation is necessary. Resources are limited and we must be prepared to deal with budget limitations.

### Dashboard Report - Academic Affairs

Mark Lundgren, Director of Institutional Studies, presented information regarding accountability measures and the learning outcomes assessment efforts required by the legislature.



### **Legislative Briefing**

Director of Government Relations, Martha Lindley, presented a status report of the 2000 Legislative Session. Washington higher education institutions are working collaboratively toward their goals. A draft of a coordinated 2001-03 budget request and other coordinated issues were included in the status report.

## **Action Items**

### **Mission Statement**

Responding to a request from the Board of Trustees, Phil Backlund, Chair of the Strategic Planning Committee, reviewed the process by which the mission statement was reviewed and amended for presentation to the Board. The committee gathered information, developed a statement that was circulated to campus, and received input. Eight items were identified as essential elements and were placed in a narrative form. The resulting statement reinforces the uniqueness of the university and enumerates our shared values. The next step is to define a vision statement for the future.

**Motion 00-05:** Mr. Reich moved, seconded by Mr. Sells, that the revised mission statement be approved as submitted (*copy attached*). Motion carried.

### **Program Review**

Libby Street, Special Assistant to the President, reviewed the program review process and Board feedback that resulted in recommendations to address program review issues. Based on review by Dr. Norton, Provost Dauwalder, Vice President Young, Dr. Backlund, and Dr. Street, the following recommendations are proposed:

1. Target six primary areas identified as weaknesses in the Northwest Association of Schools and Colleges (NASC) team evaluation report for clarification or improvement during the coming year
2. Focus on an intensive program review during the remainder of the current academic year. Two areas were selected: Recruit and admit students and retain and advise students
3. Develop guidelines for use in the program review including a suggested role for the Board of Trustees
4. Review the usefulness of the review process at the end of the year and decide if the process should be repeated in relation to the remaining functions.
5. Reinstitute program review of educational degree programs on a ten-year cycle
6. Institute yearly reports as the primary mechanism through which data elements of interest to the Board and university faculty, staff, and administrators are updated routinely and reviewed.

**Motion 00-06:** Mr. Sells moved, seconded by Mr. Reich, that the proposed process to address program review issues be approved as submitted. Motion carried.

### **Faculty Code Interpretation**

The Faculty Code Committee of the Faculty Senate recommended a code interpretation for Section 1.25 (*CWU Policies Manual, Part 4-1.25*) concerning the position of administrators, appointed to faculty positions, in the seniority rankings of departments that exist for purposes of reduction-in-force. The interpretation will be incorporated into the Faculty Code and submitted for Board approval this spring.

**Motion 00-07:** Mr. Reich moved, seconded by Mr. French, that for the purpose of administering Sections VI and XI of the Faculty Code, university administrators, originally appointed to their positions without faculty status but who subsequently are appointed to a tenure-track/tenured position with academic rank, shall begin to acquire seniority as of their appointment to faculty status. Unless otherwise specified in the appointment letter, the date of appointment to faculty status and the Board of Trustees' approval thereof shall serve as the contract dates for the faculty appointment. Motion carried.

### **Ratification of Bargaining Contract, WFSE Local 330**

The new contract is for an initial term of three years from the date of signing, with automatic one-year renewal thereafter unless either party requests that it be reopened. The negotiators on both sides strongly feel this document provides a platform for improved relationships and better communication. Most significant is a new grievance procedure that encourages resolution at the lowest level. While maintaining all essential management rights, the contract also enumerates basic employee rights, particularly in the area of representation. Mr. Nasser expressed appreciation for everyone who worked on the contract.

**Motion 00-08:** Mr. Sells moved, seconded by Mr. Reich, that the Board of Trustees of Central Washington University accept and approve the proposed contract between Central Washington University and Washington Federation of State Employees (WFSE), Bargaining Unit #1. Motion carried.



#### **Naming of the Psychology Research Facility**

At Dr. Norton's request, a cross-divisional committee examined a request to name the building currently referred to as "Psychology Animal Research Facility" the "Chimpanzee and Human Communication Institution."

**Motion 00-09:** Mr. Reich moved, seconded by Mr. Martin, that the building now identified as the "Psychology Research Facility" be named the "Chimpanzee and Human Communication Institute." The Office of Facilities Planning and Construction is directed to produce renderings of all appropriate building signs and plaques and cost estimates to be available for review at the April 14, 2000 meeting of the Board of Trustees. Motion carried.

#### **Endowment Spending Budget Fiscal Year 2001**

The Endowment Spending Budget for FY 2000-01 was prepared in accordance with the CWU Foundation Budget Committee guidelines.

**Motion 00-10:** Mr. Reich moved, seconded by Mr. Sells, that the 2000-01 Endowment Spending Budget be approved as presented. Motion carried.

#### **Tuition and Fee Waiver Budget Fiscal Year 2001**

The recommended 2000-01 Tuition and Fee Waiver Budget Plan was prepared by the Tuition and Fee Waiver Committee. The budget is based on current tuition rates and 7600 FTE.

**Motion 00-11:** Ms. Jones moved, seconded by Mr. Reich, that the 2000-01 Tuition and Fee Waiver Budget be approved as presented. Motion carried.

### **President's Report**

Many people contribute to the success of the institution. Dr. Norton congratulated the Board and the Presidential Search Committee for the selection of a new president. The bargaining contract with Local 330 WFSE is a milestone.

### **Other Reports**

#### **Academic Affairs**

On the occasion of her phased retirement Spring 2000, Dr. Dauwalder honored Carolyn Schactler, Professor of Apparel Design, for her respected work over the past 26 years.

Jane Chinn, who serves as an instructional resource specialist in CWU's Center for Learning Technology, and Chris Smart, electronic media producer, have developed a distance-learning CD-ROM tutorial. The CD-ROM is being produced for use in preparing faculty who will be teaching courses through interactive television.

The university's accreditation status with the National Council for the Accreditation of Teacher Education (NCATE) was reviewed. Central Washington University's Center for Teaching and Learning—the unit directly responsible for CWU teacher preparation programs—received formal notice that its accreditation by NCATE, a national voluntary accrediting board, is confirmed for the next two years; however, the accreditation classification assigned to the CTL is "continuing accreditation with probation." NCATE measures our performance against standards. We met all twenty standards and 62 of the required indicators. We will notify students in the degree programs of our accreditation status and respond to possible questions. A committee of faculty and administrators who participate in delivery of education programs will develop a plan to address each of the seven concerns. Mr. Reich acknowledged that the findings are serious and we must take responsibility. We have a responsibility to the state to train new teachers and retrain established teachers. Full accreditation must be accomplished as soon as possible; probation is not acceptable.

Provost Dauwalder reported the following curricular approvals: Specializations in Tourism Management and Recreation Management for the BS in Leisure Services and the addition of a Theatre Arts Minor. A listing of programs submitted to the Higher Education Coordinating Board for preapproval status for 2000-01 was also presented.

#### **Faculty Senate**

Linda Beath, Chair of the Faculty Senate, distributed copies of the American Association of University Professors (AAUP) *Redbook*. The text of Dr. Norton's description of the 10 percent budget exercise delivered to the Faculty Senate is now available on the Faculty Senate web site.

#### **Business and Financial Affairs**

Mr. Nasser presented the following information for Board review.

*ASCWU Financial Report, Unaudited Draft, Fiscal Year 1999*  
*ASCWU Financial Report, Unaudited Draft, Fiscal Year 1999*  
*Housing and Food Services Funds, Unaudited Draft, Fiscal Year 1999*  
*Endowment Investment Six-Month Report (July-December 1999)*  
*CWU Financial Report, Unaudited Draft, Fiscal Year 1999*  
**Major and Minor Capital Report**

#### **Development and Alumni Relations**

Ms. Gray's written report provided information concerning recent gift and grant activity, events, and notable achievements within the division.

#### **Enrollment Management and Marketing**

Dr. Pappas shared current freshmen application information, recruiting and retention efforts, and marketing efforts.

#### **Special Projects**

Mr. Young announced that David Shaw, Superintendent of Schools, Pasco School District and member of the Higher Education Coordinating Board, will address the graduating class of 2000 at the CWU Ellensburg campus Saturday, June 10. Senator Georgia Gardner, 42<sup>nd</sup> Legislative District (Whatcom County) and proud alumna of CWU-Lynnwood, will speak at the westside commencement Sunday, June 11 at Highline Community College.

#### **Student Affairs**

Dr. Shumate's written report reviewed the National Youth Sports Program, Residential Services Issues, and Super SUB update. Three Women of Achievement will be celebrated February 17---Liahna Babener, Bobby Cummings, Sharon Rosell, and Jane Wright were recognized.

#### **Board of Directors, Associated Students of Central Washington University**

Ms. Gillespie discussed efforts of the ASCWU Board of Directors to highlight student achievement and develop a relationship with center students. Applications for student trustee are due to the Governor's Office.

#### **Association of Exempt Administrative and Professional Staff**

Mr. Chrisler expressed appreciation to the Board and the Presidential Search Committee on the appointment of our new president.

### **Communications – *none received***

### **Consent Agenda**

**Motion 00-12:** Mr. Reich moved, seconded by Mr. French, that action items 33, 34, 35, 36, 37, 38, 39, 40, and 41 be approved collectively, and report items 42, 43, 44, and 45 be received collectively. Motion carried. (*Mr. French abstained. Student trustees never vote on personnel matters.*)

#### *Personnel Consent Action Items*

##### **Emeritus Professor Appointments – 33**

Byrd, Ross, Professor, Admin. Management and Business Education, effective December 31, 2000 [31 years]  
Hales, Ron, Professor, Traffic Safety and Safety & Health Management, Industrial and Engineering Technology, effective end of Spring Quarter 2000 [31 years]  
Schactler, Carolyn, Professor, Apparel Design, phased retirement, effective end of 1999-00 academic year [24 years]

##### **Faculty Overload Assignments - 34**

Alder, Yvonne, Lecturer, Administrative Management and Business Education, 23% Winter Quarter, 2000  
Bailey, James A., Professor, Accounting, 33% Winter Quarter, 2000  
Black, Ann, Lecturer, Teacher Education Programs, 20%, Winter Quarter, 2000  
Bradley, James N. Assistant Professor, Business Administration, 33%, Winter Quarter, 2000  
Briggs, Ken, Professor, Physical Education, Health Education and Leisure Services, 33%, Winter Quarter, 2000  
Buerger, Nancy, Assistant Professor, Family and Consumer Science, 13%, Winter Quarter, 2000  
Burton, Laurie J., Assistant Professor of Mathematics, 33%, Winter Quarter, 2000  
Collins, J. Fuji, Assistant Professor of Psychology, 10%, Fall Quarter, 1999  
Cutlip, W. Frederick, Professor of Mathematics, 33%, Winter Quarter, 2000



Diaz, J. Philip, Assistant Professor of Psychology, 27%, Winter Quarter, 2000  
 Fallshore, Marte, Assistant Professor of Psychology, 27%, Winter Quarter, 2000  
 Gannon, Kenneth O., Professor of Mathematics, 20%, Winter Quarter, 2000  
 Henry, Kevin, Lecturer, Administrative Management and Business Education, 20%, Winter Quarter, 2000  
 Jacobs, Robert C., Professor of Political Science, 33%, Winter Quarter, 2000  
 Jacobs, Stanley, Professor, Business Administration, 33%, Winter Quarter, 2000  
 Kennedy, Sally A., Assistant Professor of Psychology, 20%, Winter Quarter, 2000  
 Lasik, John J., Associate Professor, Business Administration, 33%, Winter Quarter, 2000  
 Lee, C. Christopher, Assistant Professor, Business Administration, 33%, Winter Quarter, 2000  
 Lonborg, Susan D., Professor of Psychology, 20%, Winter Quarter, 2000  
 Madlem, Melody, Asst. Professor, Physical Ed, Health Ed and Leisure Services, 33%, Winter Quarter, 2000  
 Murataya, Rodrigo, Lecturer of Law and Justice, 23%, Fall Quarter, 1999, 13%, Winter Quarter, 2000  
 Olivero, J. Michael, Associate Professor of Law and Justice, 10%, Fall Quarter, 1999  
 Pattison, Robert P., Lecturer of Law and Justice, 13%, Fall Quarter, 1999  
 Perkins, Robert, Professor, Administrative Management and Business Education, 23% Winter Quarter 2000  
 Reasons, Charles E., Associate Professor of Law and Justice, 10%, Fall Quarter, 1999  
 Richmond, F. Lynn, Associate Professor, Business Administration, 33%, Winter Quarter, 2000  
 Roberts, James B., Associate Professor of Law and Justice, 10%, Fall Quarter, 1999  
 Turnquist, William H., Assistant Professor, Business Administration, 33%, Winter Quarter, 2000  
 Williams, Wendy A., Assistant Professor of Psychology, 27%, Winter Quarter, 2000  
 Wirth, Rex S., Professor of Political Science, 10%, Fall Quarter, 1999

**Reappointment of Faculty in Their Second or More Year of Service  
 for the 2000-2001 Academic Year - 35**

Reappointed for Fifth Probationary Year

Mustain, Wendy, Physical Education, Health Education and Leisure Services

**Conversion of Full-Time Tenure-Track Appointment to Shared Appointment – 36**

Bohrson, Wendy A., Assistant Professor of Geology, conversion of full-time tenure-track appointment to 50% tenure-track appointment shared with Jeffrey Lee, effective January 16, 2000

**Leave Without Pay – 37**

Bowman, Andrea, Curriculum & Supervision, Fall Quarter, 2000  
 Lalley, Madalon, Curriculum & Supervision, Winter Quarter, 2000

**Department Chair Appointment – 38**

Saunders, Peter J., Chair, Economics, Winter Quarter, 2000

**Disability Leave – 39**

Bricker-Smith, Bonalyn, Professor of Music, 50%, effective Winter Quarter, 2000

**Non-Tenure-Track Appointments – 40**

Adkisson, Patti, Lecturer, Physical Education, Health Education and Leisure Services, 67%, Winter Quarter, 2000  
 Anderson, Anthony D., Lecturer of Law and Justice, 13%, Winter Quarter, 2000  
 Anderson, Terrill, Lecturer, Physical Education, Health Ed. and Leisure Services, 47%, Winter Quarter, 2000  
 Backlund, Judy, Lecturer, Teacher Education Programs, 20%, Winter Quarter, 2000  
 Backlund, Judy, Lecturer, Curriculum and Supervision, 20%, Winter Quarter 2000  
 Bailey, Roberta, Lecturer, English, 53%, Winter Quarter, 2000  
 Ball, Carla, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Winter Quarter, 2000  
 Bangs, Lelani, Lecturer, Teacher Education Programs, 27%, Winter Quarter, 2000  
 Baxter, Ken, Lecturer, Physical Education, Health Education and Leisure Services, 33%, Winter Quarter, 2000  
 Bennett, Michelle D., Lecturer of Law and Justice, 17%, Winter Quarter, 2000  
 Bergman, Lisa, Lecturer, Music, 20%, Winter Quarter, 2000  
 Biedert, James W., Lecturer of Psychology, 53%, Winter Quarter, 2000  
 Bissonnette, Dan, Lecturer, Physical Education, Health Ed and Leisure Services, 27%, Winter Quarter, 2000  
 Blanchard-McLean, Ruth A., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Borden, Wendy, Lecturer, Physical Education, Health Education and Leisure Services, 33%, Winter Quarter, 2000  
 Botten, Dennis, Lecturer, Curriculum and Supervision, 47%, Winter Quarter, 2000  
 Briggs, Diane, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000

Broers, Brenda A., Lecturer of Chemistry, 40%, Winter Quarter, 2000  
 Campbell, Brad, Lecturer, Industrial and Engineering Technology, 27%, Winter Quarter, 2000  
 Case, Robert, Lecturer, Philosophy, 67%, Winter Quarter, 2000  
 Cawley-Crane, Joan, Lecturer, Art, 33%, Winter Quarter, 2000  
 Chadd, Lynn, Lecturer, Physical Education, Health Education and Leisure Services, 10%, Winter Quarter, 2000  
 Champney, Paul, Lecturer, Industrial and Engineering Technology, 27%, Winter Quarter, 2000  
 Chandler, Lori, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000  
 Chase, Sharon, Lecturer, Administrative Management and Business Education, 33%, Winter Quarter, 2000  
 Cheyne, Irene, Lecturer, Administrative Management and Business Education, 87%, Winter Quarter, 2000  
 Cheyne, Irene, Lecturer, Communication, 27%, Winter Quarter, 2000  
 Chow, Margaret, Lecturer, Teacher Education Programs, 33%, Winter Quarter, 2000  
 Cobbs, Nancy, Lecturer, Music, 7%, Winter Quarter, 2000  
 Coppin, Paul, Lecturer, Teacher Education Programs, 20%, Winter Quarter, 2000  
 Cross, Stanley, Lecturer, Curriculum and Supervision, 34%, Winter Quarter, 2000  
 D'Acquisto, Debra, Lecturer, Physical Education, Health Ed and Leisure Services, 20%, Winter Quarter, 2000  
 Disney-Camer, Kathy, Lecturer, Administrative Management and Business Education, 13%, Winter Quarter, 2000  
 Doria, Linda, Lecturer, Music, 11%, Winter Quarter, 2000  
 Douglass, Gerri, Lecturer, Curriculum and Supervision, 17%, Winter Quarter, 2000  
 Duca, Diane J., Lecturer, Business Administration, 33%, Winter Quarter, 2000  
 Duca, Diane J., Lecturer of Political Science, 33%, Winter Quarter, 2000  
 Dunn, Sidnee-Marie, Lecturer of Chemistry, 20%, Winter Quarter, 2000  
 Durkee, James, Lecturer, Music, 60%, Winter Quarter, 2000  
 Erdman, Ruth, Lecturer, English, 100%, Winter Quarter, 2000  
 Findley, Jerry, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Winter Quarter, 2000  
 Fitch, Landon, Lecturer, Curriculum and Supervision, 33%, Winter Quarter, 2000  
 Frazier, Taylor, Lecturer, Teacher Education Programs, 13%, Winter Quarter, 2000  
 Futterman, Alan, Lecturer, Music, 20%, Winter Quarter, 2000  
 Garrison, Patricia G, Lecturer, English, 80%, Winter Quarter, 2000  
 Glenn, Elaine F., Lecturer of Geography, 27%, Winter Quarter, 2000  
 Goosman, Rod, Lecturer, Curriculum and Supervision, 20%, Winter Quarter, 2000  
 Green, Nita, Lecturer, Administrative Management and Business Education, 20%, Winter Quarter, 2000  
 Greenup, Gary, Lecturer, Administrative Management and Business Education, 33%, Winter Quarter, 2000  
 Gries, Margret, Lecturer, Music, 60%, Winter Quarter, 2000  
 Halverson, Karen A., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Harper, Lila M., Lecturer of Computer Science, 27%, Winter Quarter, 2000  
 Harper, Lila, Lecturer, English, 60%, Winter Quarter, 2000  
 He, Meiqi, Lecturer, Foreign Languages, 10%, Winter Quarter, 2000  
 Heesacker, Judy, Lecturer, Family and Consumer Science, 27%, Winter Quarter, 2000  
 Henebry-DeLeon, Lourdes A., Lecturer of Anthropology, 100%, Winter Quarter, 2000  
 Henson, Roy, Lecturer, Curriculum and Supervision, 38%, Winter Quarter, 2000  
 Hirsh, Paul M., Lecturer, Business Administration, 33%, Winter Quarter, 2000  
 Hitch, Kathlyn E., Lecturer of Law and Justice, 33%, Winter Quarter, 2000  
 Horowitz, Katherine, Lecturer, Communication, 80%, Winter Quarter, 2000  
 Hosfeld, Scott, Lecturer, Music, 20%, Winter Quarter, 2000  
 Hultquist, John F., Assistant Professor of Geography, 67%, Winter Quarter, 2000  
 Ignacio, Marlene D., Lecturer of Physics, 40%, Winter Quarter, 2000  
 Jensen, Jessica M., Lecturer of Law and Justice, 33%, Winter Quarter, 2000  
 Johansen, Anne M., Lecturer of Chemistry, 27%, Winter Quarter, 2000  
 Joiner, Anne, Lecturer, Academic Skills, 75% for Winter 2000 and 75% for Spring 2000  
 Juarez-Stump, Luz, Lecturer, Curriculum and Supervision, 10%, Winter Quarter, 2000  
 Kiesel-Nield, Kathleen, Lecturer, Curriculum and Supervision, 20%, Winter Quarter, 2000  
 Klamm-Doncen, Kristin, Lecturer, Philosophy, 67%, Winter Quarter, 2000  
 Klemm, Jenae, Lecturer, Foreign Languages, 100%, Winter Quarter, 2000  
 Knight, Kelton, Lecturer, Douglas Honors College, 7%, Winter Quarter, 2000  
 Kotlove, Barry S., Lecturer, Economics, 33%, Winter Quarter, 2000  
 Kummer, Gregory, Lecturer, Communication, 27%, Winter Quarter, 2000  
 Lagreid, William, Lecturer, Curriculum and Supervision, 17%, Winter Quarter, 2000  
 Larkin, Richard, Lecturer, Communication, 27%, Winter Quarter, 2000  
 LaRosa, Richard P., Lecturer of Sociology, 53%, Winter Quarter, 2000  
 Lass, Leslie, Lecturer, English, 27%, Winter Quarter, 2000

Laurentz, E. Erik, Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Leavitt, Gregory C., Lecturer of Sociology, 33%, Winter Quarter, 2000  
 Lentz, Florence K., Lecturer of Anthropology, 20%, Winter Quarter, 2000  
 Leonardy, Bruce, Lecturer, Music, 42%, Winter Quarter, 2000  
 Lettic, Stephen M., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Lloyd, Jane, Lecturer, Curriculum and Supervision, 33%, Winter Quarter, 2000  
 Lohman, Jackie, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000  
 Louise, Jody A., Lecturer of Mathematics, 33%, Winter Quarter, 2000  
 Loverro, Ian, Lecturer, Curriculum and Supervision, 53%, Winter Quarter, 2000  
 Lundblad, Steven P., Lecturer of Geology, 87%, Winter Quarter, 2000  
 Lupton, Natalie, Lecturer, Administrative Management and Business Education, 60%, Winter Quarter, 2000  
 Mahre, Cecilia, Lecturer, Curriculum and Supervision, 10%, Winter Quarter, 2000  
 Mahre, Pam, Lecturer, Family and Consumer Science, 13%, Winter Quarter, 2000  
 Mandt, Douglas K., Lecturer of Science Education, 20%, Winter Quarter, 2000  
 Marcotte, Steven A., Lecturer, Accounting, 33%, Winter Quarter, 2000  
 Martin, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Winter Quarter, 2000  
 Marstine, Janet, Lecturer, Art, 27%, Winter Quarter, 2000  
 Matheson, Merrie Jane, Lecturer, Curriculum and Supervision, 30%, Winter Quarter, 2000  
 Mazzone, Peter, Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 McDonald, Frederick W., Lecturer, Accounting, 67%, Winter Quarter, 2000  
 Melvin, Shawne, Lecturer, Music, 25%, Winter Quarter, 2000  
 Merson, Alan, Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Miller, Geoffrey, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000  
 Miller, Jack J., Lecturer of Law and Justice, 33%, Winter Quarter, 2000  
 Miller, Joseph, Lecturer, Art, 40%, Winter Quarter, 2000  
 Mitchell, Dale, Lecturer, Curriculum and Supervision, 26%, Winter Quarter, 2000  
 Munsell, Kenneth, Lecturer, Douglas Honors College and History, 94%, Winter Quarter, 2000  
 Newday, Linda, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000  
 Newschwander, Margaret, Lecturer, Art, 20%, Winter Quarter, 2000  
 Niebusch, Jr., Richard C., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Nollette, Lucille, Lecturer, Teacher Education Programs, 80%, Winter Quarter, 2000  
 O'Connor, Brian, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter Quarter, 2000  
 Olman, Scott, Lecturer of Chemistry, 40%, Winter Quarter, 2000  
 Ota, Robert Y., Lecturer of Computer Science, 27%, Winter Quarter, 2000  
 Otjen, Doug, Lecturer, Curriculum and Supervision, 60%, Winter Quarter, 2000  
 Owens, Matthew J., Lecturer of Law and Justice, 17%, Winter Quarter, 2000  
 Payne, Ty, Lecturer, Administrative management and Business Education, 14%, Winter Quarter 2000  
 Peterson, James J., Lecturer of Geology, 27%, Winter Quarter, 2000  
 Pickett, Barbara, Lecturer, Music 69%, Winter Quarter, 2000  
 Plume, David A., Lecturer of Geography, 27%, Winter Quarter, 2000  
 Prather, B. Kay, Lecturer, Teacher Education Programs, 100%, Winter Quarter, 2000, 100%, Spring Quarter, 2000  
 Reed, Duane, Lecturer, English, 80%, Winter Quarter, 2000  
 Reynolds, Douglas N., Associate Professor of Biological Sciences, 53%, Winter Quarter, 2000  
 Rice, Robert R., Lecturer of Psychology, 27%, Winter Quarter, 2000  
 Rief, Rosemary, Lecturer, Curriculum and Supervision, 11%, Winter Quarter, 2000  
 Ring, Thomas E., Lecturer of Geology, 40%, Winter Quarter, 2000  
 Robertson, Gerald, Lecturer, Curriculum and Supervision, 43%, Winter Quarter, 2000  
 Roe, Lee L., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Ross, Beth, Lecturer, Industrial and Engineering Technology, 20%, Winter Quarter, 2000  
 Rubin, Regina, Lecturer, Art, 40%, Winter Quarter, 2000  
 Sargent, Andrew H., Lecturer, Business Administration, 33%, Winter Quarter, 2000  
 Sather, Lawrence, Lecturer, Communication, 27%, Winter Quarter, 2000  
 Scheffemaier, Gerry, Lecturer, Administrative Management and Business Education, 100%, Winter Quarter, 2000  
 Schnelle, Robert, Lecturer, English, 80%, Winter Quarter, 2000  
 Schussler, Don, Lecturer, English, 80%, Winter Quarter, 2000  
 Schwartz, Ronald F., Lecturer, Business Administration, 100%, Winter Quarter, 2000  
 Snively, Deborah, Lecturer, Communication, 27%, Winter Quarter, 2000  
 Spencer, Mia, Lecturer, Music, 80%, Winter Quarter, 2000  
 Sprigg, Kathryn, Lecturer, Administrative Management and Business Education, 100%, Winter Quarter, 2000  
 Stapleton, Tim, Lecturer, Theatre Arts, 60%, Winter Quarter, 2000

Steiger, John D., Lecturer of Law and Justice, 33%, Winter Quarter, 2000  
 Stroh, Jr., Hugh W., Lecturer, Business Administration, 33%, Winter Quarter, 2000  
 Stover, Christopher, Lecturer, Music, 47%, Winter Quarter, 2000  
 Sullivan, Allen E., Lecturer of Geography, 53%, Winter Quarter, 2000  
 Swanner, James W., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Swanner, James W., Lecturer of Sociology, 33%, Winter Quarter, 2000  
 Teorey, Matthew, Lecturer, English, 80%, Winter Quarter, 2000  
 Thomason, Jeffrey S., Lecturer of Sociology, 33%, Winter Quarter, 2000  
 Tomulty, Michael, Lecturer, Physical Education, Health Ed and Leisure Services, 13%, Winter Quarter, 2000  
 Trick, David L., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Troxclair, Madelyn, Lecturer, English, 27%, Winter Quarter, 2000  
 Turnbull, Scott S., Lecturer of Political Science, 67%, Winter Quarter, 2000  
 Vogt, Beth, Lecturer, Teacher Education Programs, 40%, Winter Quarter, 2000  
 Walker, Marc A., Lecturer of Chemistry, 80%, Winter Quarter, 2000  
 Walker, Teresa, Lecturer, Teacher Education Programs, 20%, Winter Quarter, 2000  
 Walter, Drewella A., Lecturer of Mathematics, 100%, Winter Quarter, 2000  
 Walton, Tami, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Winter Quarter, 2000  
 Williams, Garey, Lecturer, Music, 73%, Winter Quarter, 2000  
 Willis, Scott R., Lecturer of Law and Justice, 27%, Winter Quarter, 2000  
 Wilson, Asher B., Lecturer, Business Administration, 33%, Winter Quarter, 2000  
 Winkle, Keith, Lecturer, Music, 31%, Winter Quarter, 2000  
 Wright, Chuck O., Lecturer of Law and Justice, 13%, Winter Quarter, 2000  
 Wright, Lael, Lecturer, Curriculum and Supervision, 20%, Winter Quarter 2000  
 Young, Sue, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Winter Quarter, 2000  
 Young, Therese, Lecturer, Physical Education, Health Education and Leisure Services, 47%, Winter Quarter, 2000  
 Young-Dohrman, Gayle, Lecturer, Philosophy, 33%, Winter Quarter, 2000  
 Zentner, Nicolaus C., Lecturer of Geology, 27%, Winter Quarter, 2000

**Distinguished Civil Service Status - 41**

Pace, Donna, Secretary Lead, Industrial and Engineering Technology, effective November 30, 1999 [26 years]

**Personnel Consent Reports**

**Report of Faculty Resignations - 42**

Collins, Fuji, Psychology, effective January 6, 2000

**Report of Faculty Retirements - 43**

Agars, John, Professor of Art, phased retirement, effective June 15, 2000 [36 years]  
 Byrd, Ross, Professor of Admin Management and Business Education, effective December 31, 2000 [31 years]  
 Galbraith, Gary, Professor of Art, retirement, effective June 15, 2000 [30 years]  
 Garrett, Roger, Associate Professor of Communication, retirement, effective June 15, 2000 [32 years]  
 Hales, Ron, Professor of Traffic Safety and Safety & Health Management, Industrial and Engineering Technology, effective end of Spring Quarter, 2000 [31 years]  
 Schactler, Carolyn, Professor of Apparel Design, phased retirement, Spring Quarter, 2000 [24 years]

**Report of Exempt Administrative and Professional Staff Appointments - 44**

Fossum, Martin, tutoring Coordinator, Academic Achievement Programs, effective January 5, 2000

**Report of Exempt Administrative and Professional Staff Resignations - 45**

Findley, Jerry S., Associate Director, Campus Life (Facilities), effective February 8, 2000  
 Nott, Graham, Instructional Technology Coordinator, CWU Westside Centers, effective December 31, 1999

**Next Meeting**

The Board of Trustees will next meet in regular session Friday, April 14, 2000 at the CWU Lynnwood Center, 6600 196<sup>th</sup> Street SW, Lynnwood, Washington.

**Meeting Adjourned at 4:20 p.m.**

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Judy B. Miller, Secretary to the  
Board of Trustees  
Central Washington University

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Gwen Chaplin, Chair  
Board of Trustees  
Central Washington University

*Attachment: Mission Statement*